

ABSTRAK

Tujuan penelitian ini sebagai pengetahuan pengaruh *Hard Skill* dan *Soft Skill* terhadap kinerja karyawan pada kantor Perusahaan Daerah Air Minum (PDAM) Giri Tirta Kabupaten Gresik. Jenis penelitian ini merupakan penelitian kuantitatif. Pengumpulan data memakai kuesioner dan dokumentasi. Sampel yang diambil sejumlah 74 karyawan memakai teknik simpel random sampling yang dihitung dengan rumus slovin. Analisis data memakai uji statistik seperti uji validitas dan reliabilitas, uji asumsi klasik, regresi linier berganda, dan uji hipotesis. Hasil yang didapat membuktikan bahwa *hard skill* dan *soft skill* berpengaruh positif dan signifikan terhadap kinerja karyawan baik parsial maupun simultan. Pada uji t didapatkan hasil bahwa hipotesis dapat diterima. Oleh sebab itu penelitian ini disarankan agar PDAM Giri Tirta Kabupaten Gresik dapat lebih baik memperhatikan *hard skill* ataupun *soft skill* karyawan.

Kata Kunci : *Hard Skill*, *Soft Skill*, Kinerja Karyawan.

ABSTRACT

The purpose of this study is to know the influence of hard skill and soft skill on employee performance at the regional water supply company (PDAM) office of Giri Tirta Gresik Regency. This type of research is quantitative research. Data collection using questionnaires and documentation. Samples take were 74 employees using a simple random sampling technique calculated using the slovin formula. Data analysis uses statistical test such as validity and reliability, classic assumption test, multiple linear regression, and hypothesis testing. The results obtained prove that hard skill and soft skill have a positive and significant effect on employee performance both partially and simultaneously. In the t test the result obtained that the hypothesis can be accepted. Therefore, this research is suggested that PDAM Giri Tirta Gresik Regency can better pay attention to hard skills or soft skills of employees.

Keywords : Hard Skill, Soft Skill, Employee Performance.